

The logo for IDOCAL features the word "idocal" in a lowercase, sans-serif font. The letters "i", "d", "c", and "a" are dark brown, while the "o"s are a golden-brown color. The top "o" is positioned above the "d", and the bottom "o" is positioned below the "c".

idocal

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1. Visitantes en el IDOCAL: Madeleine Haenggli

Doctoral researcher supervised by Prof. Dr. Andreas Hirschi

Work and Organizational Psychology, University of Bern, Switzerland

My research focuses on career resources in career development and addresses in general the question on how to create successful, satisfying and healthy careers using career resources. This approach considers the career development of the individual from a self-directed career management perspective as well as in the broader organizational and societal context.

Due to the nature of careers nowadays in which an increased degree of self-directed career management is needed, personal career resources are becoming more and more important for a successful and satisfying career. It is thus important to be aware of personal strengths as well as limitations that affect career success. Therefore, we have developed an empirically based questionnaire which can be used as an economic, reliable and efficient tool to assess key predictors of career success. The integrative framework showed that career resources can be defined within three dimensions: knowledge and skills, motivation, and environment. Furthermore, career-management related activities are critical for attaining career success. We also provide a free self-assessment of one's career resources including additional material which is available in English and German on the website www.cresogo.com. In further research we assessed a mediation model in which key resources in terms of self-esteem and optimism are related to subjective career success through increased career adaptability and the career resources. In addition, the results of relative weights analyses revealed that each resource explained unique variance in different facets of subjective career success.



For the project in Valencia, I will use data from a survey study with 4-waves and 1-month-time-lags. The sample consists of 574 participants which were recruited through an online panel service. The aim is to understand more about how a change in resources is related to a change in outcomes and if so, in what way (e.g. increased effort, drawing on additional resources, building new resources, abandoning or changing goal). For this purpose, I aim to conduct either latent growth curve models or random intercept cross-lagged panel models in R which allows separating changes within one individual and identify differences between individuals. During my stay in Valencia, I work with Professor José Maria Peiró. The research might offer both theoretical and practical implications that further advance our understanding on “why, how, and when” different career resources are developed and result in successful careers.

2. IDOCAL: Esther Villajos, contratada como economista en el Parc Científic



PARC CIENTÍFIC
UNIVERSITAT DE VALÈNCIA

Esther Villajos ha sido contratada como economista en el Parc Científic de la Universitat de València. Será la encargada de desarrollar y ejecutar, bajo la supervisión del responsable del área económico-financiera de la Fundación, la tercera edición de la ‘Encuesta a las Empresas y Entidades del Parc Científic de la Universitat de València (PCUV)’, en el marco del Programa de Impulso al Desarrollo Empresarial (PIDE). La podréis encontrar por las tardes en su despacho.

3. Publicaciones: Validation of a Short Form of Job Crafting Scale in a Spanish Sample - Sora et al.

Nos complace anunciar que se ha aceptado para su publicación el siguiente artículo:

Sora, B., Caballer, A., & García-Buades, E. (2018). Validation of a short form of Job Crafting Scale in a Spanish sample. *The Spanish Journal of Psychology*, 21.

Resumen:

Applications of job crafting are widespread in the professional practice. In an attempt to measure this phenomenon, Tims, Bakker and Derks (2012) developed a Job Crafting Scale based on the Job Demand-Resources model (JD-R) and validated it in a Dutch sample. However, its application to other cultural contexts presented some difficulties. The present work aimed to validate a shorter version of scale by Tims et al. (2012) in a Spanish sample ($n = 1,647$). The data were randomly split in two independent subsamples (Sample 1: Explorative; Sample 2: Confirmative). The exploratory factor analysis showed a three-factor structure. Through a confirmatory factor analysis, the four-dimensionality structure of the original scale was replicated. In fact, the four-factor solution presented better goodness of fit indices than the alternative one-factor model, $\chi^2(48) = 192.70$, $p < .01$; AGFI = .94; NNFI = .93; RMR = .05; RMSEA = .06. Alpha reliabilities were acceptable for increasing structural job resources ($\alpha = .75$), decreasing hindering job demands ($\alpha = .64$), increasing social job resources ($\alpha = .78$) and increasing challenging job demands ($\alpha = .77$). Convergent validity was appropriate for three of the four dimensions, because each construct's AVE were around .50 and each construct's Composite Reliability were around .70. Decreasing hindering job demands presented more limited values (CR = .65; AVE = .40). In addition, the four job crafting dimensions presented significant correlations with job performance (range $-.09$ to $.42$) and personal growth (ranging from $-.09$ to $.45$). Finally, the squared correlations between factors were lower than the square root of AVE, which confirmed discriminant validity.

¡Enhorabuena a las autoras!

4. Convocatorias: Robert Roe Award 2019 for Outstanding Contribution of Psychology to Society : Call for nominations

EFPA invites the Member Associations and other related parties, to make nominations for the Robert Roe Award for Outstanding Contribution of Psychology to Society 2019.

The award will be handed over during the Opening Ceremony of the 16th European Congress of Psychology in Moscow (Russia) on July 2, 2019 (<https://ecp2019.ru>), where the recipient will be invited to lead a special symposium or give a lecture during the congress.



Introduction:

Robert Roe was President of EFPA from 2009 to 2015. He has throughout his career been instrumental and influential in bringing Psychologists across Europe together. He was one of the founders of EAWOP (one of EFPA's Associate member associations), and has emphasized that psychologists should focus on how the discipline can contribute towards making a better society. In this line Robert Roe has established contacts with policymakers in Brussel and invigorated and stimulated EFPA to be more relevant to society. This award was established to honour Robert Roe and his work.

The Robert A. Roe Award is an EFPA award initiated by EFPA, EAWOP, the Department of Organization Studies of Maastricht University, and the Research Institute **IDOCAL** of University of Valencia. The first award has been handed over at the European Congress of Psychology 2017 in Amsterdam to Professor Dave Bartram (University of Leicester).

Para saber más sobre esta convocatoria, pincha [aquí](#).

5. Convocatorias: Special Issue Call for Papers - International Journal of Manpower

Self-employment: Antecedents, experiences, and consequences in a rapidly changing world of work



Purpose of the Special Issue:

A considerable share of total employment is conducted by the self-employed, i.e., by persons who own and work in their own business. Across OECD countries about 17% of employed men and 10% of employed women are currently self-employed (OECD, 2017a). Nevertheless, there is much variation behind these numbers. The group of self-employed is highly heterogeneous: it includes self-employed persons with and without personnel, it ranges from successful entrepreneurs to marginalized workers, and it covers highly different employment sectors.

Major macro-level developments – such as globalization, digitalization, labour market flexibilization, and the emergence of the ‘gig economy’ – form the context in which the self-employed operate (OECD, 2017b). On the one hand, these developments may result in more opportunities for small business owners, for instance, because of easy access to foreign markets. On the other hand, these developments may attract individuals into self-employment who may not be entrepreneurs in the purest sense (OECD, 2017a). In particular for this latter group of individuals, questions arise regarding the implications of their different rights and benefits, as compared to employees.

This Special Issue aims to bring together a comprehensive set of papers addressing a wide variety of pressing questions on the topic of self-employment. In particular, we aim to improve our understanding of the heterogeneity within the self-employed group, and to expand our insights regarding its antecedents and consequences.

The deadline for submission of the full paper is the 1st of February 2019. We anticipate the Special Issue to be published by the end of 2019 / beginning of 2020.

Para más información, pincha [aquí](#).

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